

TALKING POINTS ON ADP FOR RECRUITMENT AND PLACEMENT

1. Knowledge that a new system that will link OP, OS, and OMS concerning applicant review and processing is at least two years in future.
2. Development of the software for that system over the next year to 18 months must be accomplished with complete and well thought-out requirements. Anything less will result in an inadequate system.
3. Knowledge that no-one in Recruitment and Placement has the systems analyst or hardware expertise to ensure user requirements in an interactive system will be adequately addressed.
4. Knowledge that the interim system now in use -- Microdata 8000 (CAPER program) -- is not wholly efficient. It was developed piecemeal with political overtones.

-- Based on the above, DD/R&P met with an ODP representative on Friday, 16 September, to discuss the above points. As a result of that meeting and subsequent discussion within ODP, the following recommendations were made by ODP:

- (a) Assign a full-time systems analyst for at least six to nine months to Recruitment and Placement to study first the CAPER program with a view to enhancing the program to better accomplish the records and correspondence functions regarding applicants.
- (b) Assign a programmer full-time for three to six months, overlapping in that period with the systems analyst. This would accomplish with certainty that the software package for the new system would fully meet Personnel's needs and requirements.
- (c) Establishing systems analyst and programmer programs immediately is mandatory to ensure that development of the new system will be accomplished with minimal problems and be cost effective. If these two programs -- systems analyst and programmer -- are not accomplished, a system will be developed that over the long haul will prove to be expensive and inadequately meet Personnel's needs.

-- ODP estimates that to assign a systems analyst and a programmer to accomplish the goals and end results that are needed critically to ensure a long-standing and cost effective system, the cost will be approximately 80k to 125k for the package.

Because of the constraint on ODP human resources, they suggest that we either piggyback on an existing contract, or ODP will assign two officers and they will supplement these two individuals with an existing contract. They are now investigating the possibilities.

In summary, it is a necessity that the Office of Personnel accomplish this task as soon as possible to enhance our presnt ADP capability and to ensure that the software for the new system is appropriately developed to meet OP's future needs.

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REPORT NAME : \$OCCUP - OCCUPATIONAL SERIES

EXTRACT DATE: 17JAN83

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----- GENERAL REPORT DESCRIPTION -----

TAB/LIST: L

TOTALS: F

PRINT-SUPPRESS: N

----- SORTKEY DESCRIPTION -----

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----- ATTRIBUTE DESCRIPTION -----

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REPORT STATISTICS

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OUTPUT STATISTICS

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RECORDS 000026

PHYSICAL FILES ON XEROX 1200 TAPE 000001

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CORE AVAILABLE FOR REPORTS AND SORT 151552

SIZE OF LARGEST REPORT PROGRAM 036864

ADDITIONAL CORE REQUESTED 010240

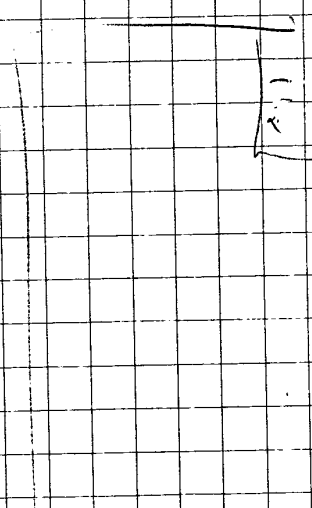
CORE ADDED TO REPORT FOR OVERHEAD 025000

CORE ALLOCATED TO SORT 079448

Occupational Flows.

1-21-85.

Construct Diagrams w/ Numbers of
people per cell.

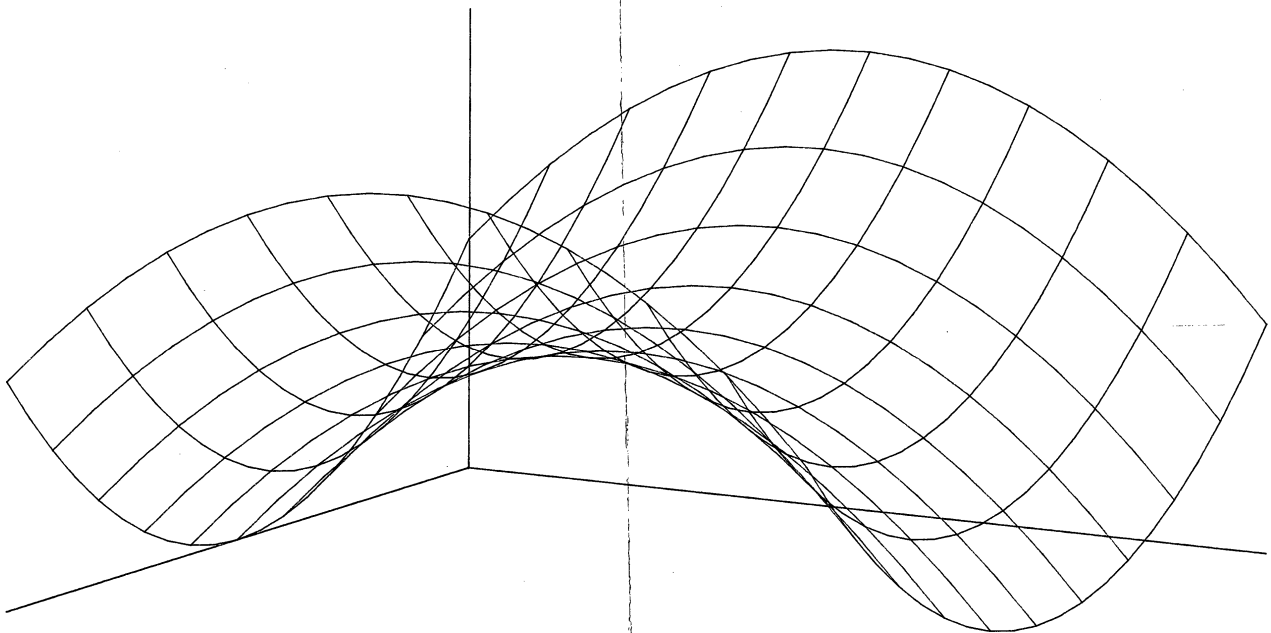


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